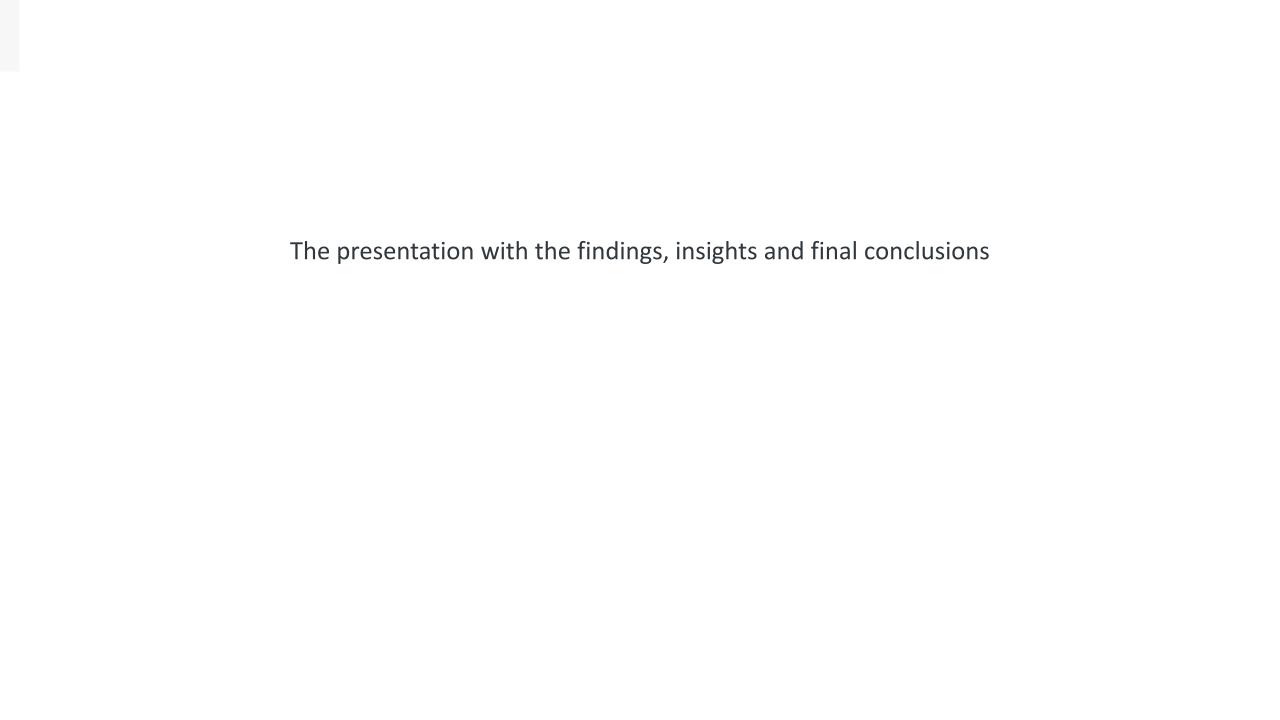
# Making decisions on the Final recommendation



# 1. Key Metrics to Consider:

- Attrition Rate: Recruitment sources with lower attrition rates (fewer employees leaving the company) are often considered more effective.
- Sales/Performance: Sales or performance metrics (e.g., productivity, project completion, contributions) are important to evaluate the quality of recruits.
- Satisfaction Level: Higher satisfaction levels could be an indicator of a better recruitment source, as employees are more likely to stay and perform well.
- **Recruitment Cost**: The cost per hire for each source and the overall return on investment (ROI) from employees recruited through that source.

# Analyze Attrition Rates:

Calculate the attrition rate per recruitment source and compare the results. A lower attrition rate is generally a good indicator.

### Evaluate Performance (Sales Numbers):

Compare the performance (sales or project-related metrics) of employees recruited through different sources.

## Employee Satisfaction:

Measure the satisfaction levels of employees recruited from each source.

### Create a Combined Metric:

Combine these metrics into a single score that ranks the sources. This score could be a weighted average, where:

- 1. Weight for attrition is negative (since lower attrition is better),
- 2. Weight for performance and satisfaction is positive.

### Visualize the Data

Visualize these metrics using a chart to help stakeholders quickly understand the differences between sources.: